



COMMUNITY RESTORATION SPECIALIST

ONE SESSION POSITION

POSITION SUMMARY

Brave Trails is looking for a dedicated **Community Restoration Specialist** to join our Unicorn Crew! The Community Restoration Specialist will play a key role in maintaining a positive camp environment by overseeing behavior management and leading restorative justice practices. In this position, you will support cabin counselors in addressing challenging behaviors and guide restorative justice circles to foster growth and accountability. Ideal candidates have experience in behavior management, neurodiversity, and leadership roles in camp or educational settings.

This position is paid **\$588 for the full session commitment (12 days) + Room & Board.**

KEY RESPONSIBILITIES

COMMUNITY RESTORATION SPECIALIST DUTIES

- Act as a mentor for staff seeking guidance on managing challenging behaviors that may arise at camp.
- Supervise the Brave Trails circle system process at an advanced level, which is a restorative justice practice rooted in Indigenous traditions. This process aims to ensure that all parties involved in a conflict are given a voice with the goal of finding resolutions.
- Guarantee that campers and staff have a comprehensive understanding of the circle system process and that all circles are conducted in a restorative justice framework consistent with our values.
- Lead the facilitation of all high-level circles and ensure that notes from these circles are securely documented for Brave Trails' records.
- Manage high-level camper behavior concerns and ensure that incident reports are logged to provide a comprehensive overview of the events leading up to more in-depth behavior discussions.
- Formulate and draft camper behavior contracts to remind campers about how we can collectively maintain a safe environment by respecting and upholding our community agreements.
- Collaborate with Brave Trails' cabin counselors to ensure their comprehension of campers' needs and insights gained from behavior management conversations.
- Partner with the Inclusion Team to prioritize campers' mental health during their time at camp.

JOB REQUIREMENTS + SALARY

SALARY + ROOM & BOARD

- **Salary:** This position is paid \$588 for the full session commitment (12 days).
- **Housing:** Provided onsite for the entire session and training.
- **Meals:** 3 meals a day provided during camp session and training, plus snacks & coffee.
- **Breaks:** Daily 2-hour breaks & 6-hour mid-session breaks.
- Brave Trails does not cover transportation/travel costs, but staff can park their vehicles safely onsite.

REPORTS TO

- This staff member will report to the Summer Camp Director

SKILLS + PERSONALITY

★★★★★ Communication
★★★★☆ Problem Resolution
★★★★★ LGBTQ+ Terms, Issues, & Culture
★★★★★ Flexibility

★★★★★ Restorative Justice Techniques
★★★★☆ Leadership
★★★★★ Youth Mental Health
★★★★☆ Self-Starter



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QUALIFICATIONS

- **Ideal candidates will have a background in behavior management, neurodiversity, and/or leadership positions in a camp or school setting.**
- **Should feel comfortable and have experience in facilitating group dynamics and challenges .**
- **Must be comfortable having conversations with parents and guardians.**
- Must be 21+ years old (unless a UJL graduate who has completed their growth year).
- Must pass a government background check and reference check.
- Must be in good physical and mental health to work long days.
- Ability to work long days while maintaining a positive attitude.
- Experience working with youth is highly desired.
- **Must have a working laptop onsite with them during their duration of work.**

APPLICATION + INTERVIEW PROCESS

APPLICATION

Interested in making an impact? Apply at www.bravetrails.org/staff. Brave Trails is an equal opportunity employer committed to diversity and inclusion.

INTERVIEW PROCESS

Qualified candidates will be contacted for Zoom/Facetime/Skype interviews with the leadership team.

QUESTIONS?

Reach out to Taylor Mu'min at taylor@bravetrails.org.